



July 18, 2006

SUBJECT: Implementation of Salary Survey: Amendment to the Salary Resolution to Reflect the New Pay Ranges for the Senior Programmer Analyst and Related Job Classifications in Accordance with SEA/SEIU MOU and Budget Modification No. 2

REPORT IN BRIEF

The current Memorandum of Understanding (MOU) with the Sunnyvale Employees Association (SEA) and Service Employees International Union (SEIU) provides for an annual salary review. Based on the results of a recent salary survey conducted for FY 2006/2007, it is necessary to increase the pay rates for the Senior Programmer Analyst and related classifications within this job family, by 2.83% to meet the requirements of the MOU. No salary adjustments are required for the other SEA/SEIU benchmark classifications. Budget Modification No. 2 appropriates the salary adjustments for the impacted City operating programs.

BACKGROUND

The 2004-2008 MOU with SEA and the 2005-2008 MOU with SEIU provide for an annual salary review. Salary adjustments, if any, are based on a salary survey of 10 Bay Area cities prescribed in the MOU for each of the 16 benchmark jobs. Data collected include the top-step base salary and the maximum employer paid member contribution to retirement. The market average of the benchmark jobs is calculated in accordance with the MOU's; salaries are to be adjusted to include an additional two percent (2%) above the market average.

DISCUSSION

The salary survey was conducted during the survey period beginning April 1st of the year. The data collected reflect salaries in effect at the time of the survey through June 30th, and when applicable, the survey would include any increases known to take effect during the first 15 days in July. The data from the survey indicated that the salaries for all SEA benchmark jobs, except for the Senior Programmer Analyst, are higher than the market average by more

than 2%. On the contrary, the salary for the Senior Programmer Analyst is below the market by 0.83%. Therefore, a salary adjustment is recommended only for the Senior Programmer Analyst and related classifications within this job family, including the part-time Computer Systems Specialist. A salary adjustment is also recommended for the equivalent Senior Programmer Analyst classification in the Confidential Unit based on previously established ties to SEA benchmarks. Please refer to Attachment A for a complete list of the Senior Programmer Analyst job family and related job classifications.

Salary adjustment pursuant to these MOUs is to take effect with the pay period including July 1. Therefore, it is recommended that salary adjustment be retroactive to June 18, 2006.

FISCAL IMPACT

Positions in the Senior Programmer Analyst job family are primarily budgeted in the Information Technology Department's operating programs in the General Services – Technology and Communication Services Sub-Fund. Due to equipment replacements savings resulting from preliminary inventory results, this Sub-Fund can absorb the salary adjustment of \$37,902. The salary adjustments for the remaining few positions budgeted in various City programs can be absorbed within the total amount budgeted for salary adjustments in those programs for FY 2006/2007.

BUDGET MODIFICATION No. 2 FY 2006/2007

	Current	Increase/ (Decrease)	Revised
General Services – Technology and Communications Svcs Sub-Fund			
<u>Expenditures:</u>			
Information Technology Department Operating Programs	\$5,820,398	\$37,902	\$3,858,300
<u>Reserves:</u>			
20-Year Resource Allocation Plan Reserve	\$183,644	(\$37,902)	\$145,742

PUBLIC CONTACT

Public contact was made through posting of the Council agenda on the City's official notice bulletin board, posting of the agenda and report on the City's web page, and the availability of the report in the Library and the City Clerk's Office.

ALTERNATIVES

1. Adopt a resolution to amend the Salary Resolution to reflect the new pay rates for the Senior Programmer Analyst and related job classifications and approve Budget Modification No. 2.
2. Do not approve the recommendations contained in this report.

RECOMMENDATION

Staff recommends Alternative 1; Adopt a resolution to amend the Salary Resolution to reflect the new pay rates for the Senior Programmer Analyst and related job classifications and approve Budget Modification No. 2.

Implementation of Salary Survey: Amendment to the Salary Resolution to
reflect the new pay ranges for the Senior Programmer Analyst and related job
classifications in accordance with SEA/SEIU MOU and Budget Mod No.2
July 18, 2006
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Reviewed by:

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Director of Human Resources
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Reviewed by:

Mary J. Bradley
Director of Finance

Approved by:

Amy Chan
City Manager

Attachments

- A. Senior Programmer Analyst and Related Job Classifications
- B. Resolution to Amend the Salary Resolution

**SEA - REPRESENTED CLASSIFICATIONS
BY BENCHMARK JOB FAMILY**

Job Code	Benchmark Job Family	Current Top Step	Proposed Top Step
2201	SENIOR PROGRAMMER ANALYST	\$47.7564	\$49.1079
4600	Communications Technician	\$35.5386	\$36.5443
1750	Computer Operations Leader	\$41.9733	\$43.1611
4070	Computer Systems Specialist	\$34.4477	\$35.4226
8702	Computer Systems Specialist, Part-time	\$34.4477	\$35.4226
2650	ED Information Systems Analyst	\$37.0541	\$38.1027
2450	IT Coordinator	\$41.9733	\$43.1611
4825	Network Engineer	\$47.7564	\$49.1079
2202	Principal Programmer Analyst	\$56.5802	\$58.1814
2200	Programmer Analyst	\$43.0681	\$44.2869
2203	Senior Programmer Analyst - Confidential	\$47.7564	\$49.1079
1425	Solution Integration Specialist	\$42.7201	\$43.9291
2120	Technical Support Specialist	\$42.7201	\$43.9291
4850	Telecommunications Analyst	\$45.2215	\$46.5013

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
SUNNYVALE AMENDING RESOLUTION NO. 190-05, THE CITY'S
SALARY RESOLUTION, BY AMENDING THE PAY SCHEDULES
FOR CATEGORY B (MISCELLANEOUS), CATEGORY G
(CONFIDENTIAL) AND CATEGORY L (REGULAR PART-TIME)
EMPLOYEE CLASSIFICATIONS**

WHEREAS, pursuant to the Memorandum of Understanding (MOU) between the City of Sunnyvale and the Sunnyvale Employees Association (SEA) and the Memorandum of Understanding (MOU) between the City of Sunnyvale and the Service Employee International Union (SEIU), an annual salary review was conducted; and

WHEREAS, based on the results of the salary review conducted for FY 2006/2007, staff recommends adoption of certain amendments to Exhibit 1 of the City's salary resolution to increase the rates for the Senior Programmer Analyst, and related classifications within this job family, by 2.83% to meet the requirements of the MOU for the SEA and SEIU;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE THAT Exhibit 1 to the City's salary resolution, Resolution No. 190-05, is hereby amended in pertinent part, as follows:

1. Section 2.100 is hereby amended by modifying the pay range and steps for the following classifications of Pay Plan Category B (Miscellaneous Classified Employees) as set forth below:

Classification	Job Code	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Senior Programmer Analyst	2201	631	39.2893 40.4012	41.2538 42.4213	43.3165 44.5423	45.4823 46.7694	47.7564 49.1079
Communications Technician	4600	121	29.2377 30.0651	30.6996 31.5683	32.2346 33.1468	33.8463 34.8041	35.5386 36.5443
Computer Operations Leader	1750	606	34.5315 35.5087	36.2581 37.2842	38.0710 39.1484	39.9746 41.1058	41.9733 43.1611
Computer Systems Specialist	4070	122	28.3401 29.1423	29.7571 30.5994	31.2450 32.1293	32.8073 33.7358	34.4477 35.4226
ED Information Systems Analyst	2650	108	30.4845 31.3472	32.0087 32.9145	33.6091 34.5603	35.2896 36.2883	37.0541 38.1027
IT Coordinator	2450	123	34.5315 35.5087	36.2581 37.2842	38.0710 39.1484	39.9746 41.1058	41.9733 43.1611
Network Engineer	4825	642	39.2893 40.4012	41.2538 42.4213	43.3165 44.5423	45.4823 46.7694	47.7564 49.1079
Principal Programmer Analyst	2202	632	46.5487 47.8660	48.8761 50.2593	51.3199 52.7722	53.8859 55.4109	56.5802 58.1814
Programmer Analyst	2200	103	35.4322 36.4349	37.2038 38.2567	39.0640 40.1695	41.0172 42.1780	43.0681 44.2869

Software Applications Leader	1426	608	41.0871	43.1415	45.2986	47.5635	49.9417
Solution Integration Specialist	1425	602	35.1459 36.1406	36.9032 37.9476	38.7484 39.8450	40.6858 41.8372	42.7201 43.9291
Technical Support Specialist	2120	649	35.1459 36.1406	36.9032 37.9476	38.7484 39.8450	40.6858 41.8372	42.7201 43.9291
Telecommunications Analyst	4850	625	37.2038 38.2567	39.0640 40.1696	41.0172 42.1780	43.0681 44.2870	45.2215 46.5013

2. Section 2.450 is hereby amended by modifying the pay range and steps for the following classifications of Pay Plan Category G (Confidential Classified Employees) as set forth below:

Classification	Job Code	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Senior Programmer Analyst-Confidential	2203	659	39.2393 40.4012	41.2538 42.4213	43.3165 44.5423	45.4823 46.7694	47.7564 49.1079

3. Section 2.900 is hereby amended by modifying the pay range and steps for the following classifications of Category L (Regular Part-Time Classified Employees) as set forth below:

Classification	Job Code	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Computer Systems Specialist, Part-Time	8702	8702	28.3401 29.1423	29.7572 30.5994	31.2450 32.1293	32.8073 33.7358	34.4477 35.4226

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on _____, 2006, by the following vote:

AYES:
ABSTAIN:
NOES:
ABSENT:

ATTEST:

APPROVED:

City Clerk
(SEAL)

Mayor

APPROVED AS TO FORM AND LEGALITY:

David E. Kahn, City Attorney